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Sessional Paper No. 524/83.
1 Session, 20 Legislature

Alberta

NORTHERN ALBERTA
DEVELOPMENT COUNCIL

2nd Floor, Provincial Building, 9621 - 96 Avenue, Postal Bag 900-14, Peace River, Alberta, Canada T0H 2X0 403/624-6274

June 30, 1983

The issue of alcohol and drug abuse in northern Alberta has been an important recurring concern presented to the Northern Alberta Development Council (NADC). Over the past ten years, the Alberta Alcohol and Drug Abuse Commission (AADAC) has responded by establishing district offices and funding numerous community agencies throughout the north. In light of the seriousness of the problem, the Council and the Commission jointly agreed, in September of 1980, to review addiction services in northern Alberta with a view to developing a strategy for the future.

A joint study steering committee was established in 1981 and a background research report was commissioned in 1982. The report's purpose was to draw some conclusions and set out a series of strategies. The draft report provided an overview and common data base for delegate discussion at a workshop held in Grand Centre, January 17-19, 1983. Over 100 delegates from across northern Alberta met to review the report, discuss the research implications, and provide AADAC and the NADC with ideas and recommendations for the future.

The draft report was generally well-received by the workshop delegates. In particular, the series of ten strategies describing how communities could priorize issues and develop an action plan was welcomed. At the conclusion of the workshop, the NADC and AADAC outlined their reaction to the report and described the steps that would be undertaken to implement the delegates' suggestions and recommendations.

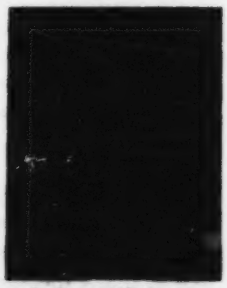
In presenting this report outlining the activities of the workshop, the Northern Alberta Development Council would like to thank the steering committee members, workshop participants, staff and, in particular, Chairman John Gogo and the members of the Alberta Alcoholism and Drug Abuse Commission for their excellent co-operation.

Norm A. Weiss, MLA
Chairman

NORTHERN ALBERTA DEVELOPMENT COUNCIL 1982/83

Norm Weiss, MLA
Chairman
Fort McMurray

Hon. J.A. "Boomer" Adair
Minister Responsible for
Northern Development
Peace River



Barbara Wilkinson
Vice Chairman, Athabasca

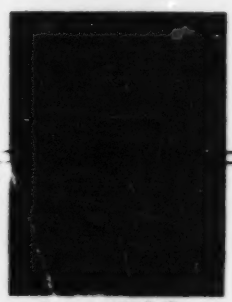
Dr. Bob Elliott, MLA
Grande Prairie

Peter Erasmus
McRae

Walter Holowack
Grande Cache

Christina Jones
McLennan

Barry Lazoruk
Rycroft

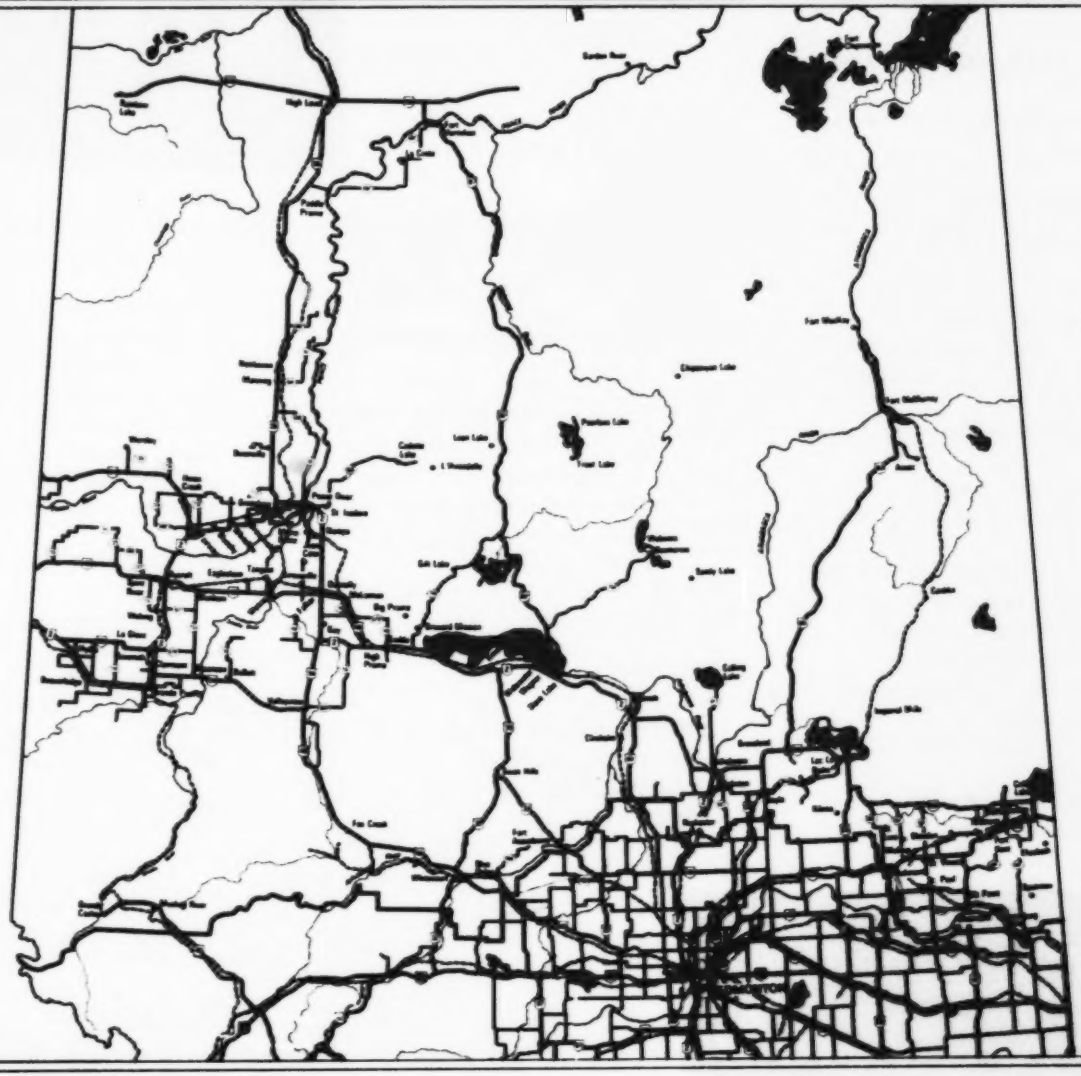


Jeanne Mitchell
High Level

Dick Upham
Ashmont

Victor Young
Whitecourt

COUNCIL AREA MAP



NORTHERN ALBERTA DEVELOPMENT COUNCIL AREA

COMMUNITIES WITH POPULATION OVER 50 (1976 CANADA CENSUS)

PRIMARY HIGHWAY — SECONDARY ROAD — RAILWAY

Produced by the Alberta Bureau of Surveying and Mapping

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WORKSHOP AGENDA

MONDAY, JANUARY 17, 1983

11:00 A.M. Registration - Lakeland Inn, Grand Centre

12:00 Noon Meeting with Small Group Discussion Leaders and Recorders

1:00 P.M. Opening Session
- Norm Weiss, MLA, Chairman, NADC
- Neil Kowal, Mayor, Grand Centre

1:30 P.M. Overview of Background Report
- Fresh Start Social Consultants Ltd.
  Chairman: Walter Holowack, NADC

3:00 P.M. Reaction Panel to the Report
- Wayne Wright, Regional Director, Social Services and Community Health, Lac La Biche
- Joe Courtepatte, Chairman, Detox Centre, High Prairie
- Bill Beach, United Church, Grande Prairie
- Erving Block, M.D., Rycroft
  Chairman: Dick Upham, NADC

4:15 P.M. Small Group Discussions "Comments on the Background Report"

7:00 P.M. Social Evening, Riverhurst Hall

TUESDAY, JANUARY 18, 1983

8:30 A.M. The Report's Conclusions
- Fresh Start Social Consultants Ltd.
  Chairman: Barry Lazoruk, NADC

10:00 A.M. Small Group Discussions "Comments on the Conclusions"

11:30 A.M. Lunch

12:30 P.M. Report Back on Small Group Discussions
- Paul Lencucha, Slave Lake
- Peggy Baker, Athabasca
  Chairman: Joanne Mitchell, NADC

1:15 P.M. Small Group Discussions "Strategy Session #1"

3:45 P.M. Small Group Discussions "Strategy Session #2"

7:00 P.M. Supper
- Brian Kearns, Executive Director, Saskatchewan Addictions Foundation
  Chairman: Chris Jones, NADC

WEDNESDAY, JANUARY 19, 1983

8:30 A.M. Report Back on Small Group Strategy Sessions
- Molly Hopcraft, Peace River
- Donna Smith, High Prairie

Chairman: Barbara Wilkinson, NADC

9:15 A.M. Small Group Discussions "Testing the Model"

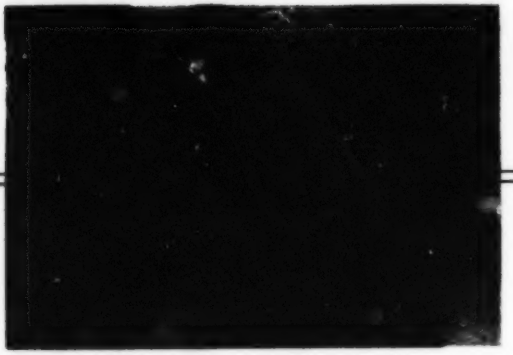
11:00 A.M. Report Back on Small Group Discussions
- Thelma Chalifoux, Peace River
- Donna Smith, High Prairie
- Ellen McGladdery, Fort McMurray
- Dick Upham, Ashmont
- Patricia Ablett, Whitecourt
- Peggy Baker, Athabasca
- Ken Langstaff, High Level
- Emil Van der Poorten, Slave Lake
- Bill Beach, Grande Prairie
- Capt. Claire Rielander, Medley
- Jo-Ann Allen, Grande Cache

Chairman: Peter Erasmus, NADC

12:00 Noon Workshop Summation
- Judge Pierre Dubé, Peace River
- Jan Skirrow, Executive Director, AADAC

Chairman: Norm Weiss, MLA, NADC

DAY ONE



OPENING SESSION

The Northern Alberta Development Council Chairman, Norm Weiss, MLA, opened the Alcoholism Workshop by welcoming the delegates.

In outlining the steps leading up to the workshop, Mr. Weiss noted: "Initially AADAC and the NADC came up with two ideas; firstly, both organizations would cooperate closely in carrying out the review, and secondly, we would concentrate on researching solutions rather than the problem. We also wanted to ensure that the solutions or strategies reflected northern views. Therefore, a major part of the research involved eight public meetings held in various northern communities."

The Chairman outlined that these preliminary workshops were held:

- May 6, 1982 in Whitecourt
- May 11, 1982 in Peace River
- May 13, 1982 in High Level
- May 18, 1982 in Grande Prairie
- June 3, 1982 in St. Paul
- June 8, 1982 in Ft. McMurray
- June 11, 1982 in Lac La Biche
- June 16, 1982 in Slave Lake

In all, over 600 people were contacted for their ideas and views, and these were incorporated in the Fresh Start report **Alcoholism: Strategies for Northern Alberta.**

Mr. Weiss concluded by stating, "Our purpose in this workshop is to review the results of that research; to ask if it truly reflects northern concerns and, most important of all, if the strategies outlined in this report are workable and practical."

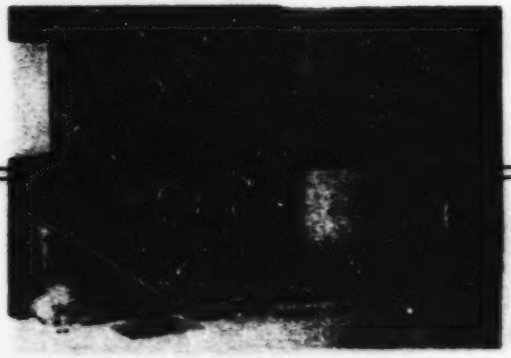
Following introduction of the members of the Northern Alberta Development Council and the AADAC commissioners in attendance, Chairman Weiss introduced Mayor Neil Kowal, who welcomed the delegates to Grand Centre and thanked the Council for holding the workshop in the community.

REPORT OVERVIEW

Dr. George Kupfer and Lorraine Fearn-Kupfer of Fresh Start Social Consultants Ltd. presented the delegates with an overview of the draft report. They noted that the report was indeed a "draft", and that significant changes, based on the results of the workshop, would be incorporated into the final report.

The report was prepared under the direction of a steering committee consisting of:

Ray Daubney, AADAC, Program Development, Past Chairman
Len Blumenthal, AADAC, Program Development, Chairman
Rick Sloan, NADC, Project Leader
Martin Parsons, AADAC, Funded Agencies
Wayne Bazant, AADAC, Institutions
Wilf Boman, AADAC, N.E. Region
Gerry Archibald, NADC, Research
John Shannon, NADC, Coordination
Roger Ostroski, Peace River
Brent Warchola, Whitecourt



Florence Boucher, Lac La Biche
Rev. Mark Malek, Bonnyville
Henry Sinclair, Slave Lake
Ellen McGladdery, Fort McMurray.

The consultants' presentation emphasized the following major goal and ten strategy areas:

GOAL

- To increase community competence in terms of dealing with the use and misuse of alcohol, drugs and other chemical substances.

STRATEGIES

- the education of professionals
- the education of citizens
- treatment
- programs in the school
- interagency coordination
- personnel recruitment and retention
- public awareness and support
- employee assistance programs
- conflict mediation
- norms and practices

PANEL REACTION

DEPARTMENTAL PERSPECTIVE

Mr. Wayne Wright, Northeastern Regional Director for Alberta Social Services and Community Health, commented on the draft report from a social services delivery perspective. He commended the consultants for outlining issues that the community could address, and found the report generally practical and pragmatic. He also pointed out that in its present form the research had some shortcomings, and urged the delegates to ensure that their efforts to involve communities be realistic and cost efficient.

AGENCY PERSPECTIVE

Mr. Joe Courtepatte, Chairman of the Detox Centre in High Prairie, outlined opinions from a treatment perspective. He found that the word "professional" was used too often and that many lay people could be trained to work in the addictions field. He emphasized that an aim of treatment was to reinforce the idea that it was not acceptable to be an alcoholic, a point not made thoroughly enough in the report. Finally, he praised the report for its emphasis on training and public education as preventive methods of reducing treatment centre workloads.

CLERGY PERSPECTIVE

Rev. Bill Beach, United Church Minister from Grande Prairie, provided his views on four issues in the report. He commented upon the report's due attention to the general social acceptance of alcohol and the educational thrust that must be undertaken. He observed, however, that the role of the church was rarely mentioned, given that churches can have a significant role in establishing values and lifestyles and in providing counselling. He also noted that the report documented the need for a treatment facility in Grande Prairie. Finally, he welcomed the report's comments on the need for more training for professionals.

MEDICAL PERSPECTIVE

Dr. Erving Block of Rycroft commented from the perspective of a practicing doctor. He outlined alcohol as a medical problem and described its physiological effects. He suggested that the education of both the general public and service delivery professionals were two important items outlined in the report. He strongly emphasized that alcoholism was largely a personal or individual problem, and that any series of strategies must always keep that point in mind.

GROUP DISCUSSIONS

The final session of the day involved breaking into ten small groups to discuss overall delegate reaction to the draft report.

From the delegates' viewpoint, the draft report **Alcoholism: Strategies for Northern Alberta** was generally well received. Among the strengths noted were:

- The report generally reflected northern conditions.
- The community approach advocated was endorsed by all delegates.
- The strategies allowed for flexibility in determining solutions.
- In particular, the strategies to deal with public education, professional education and interagency coordination were welcomed.

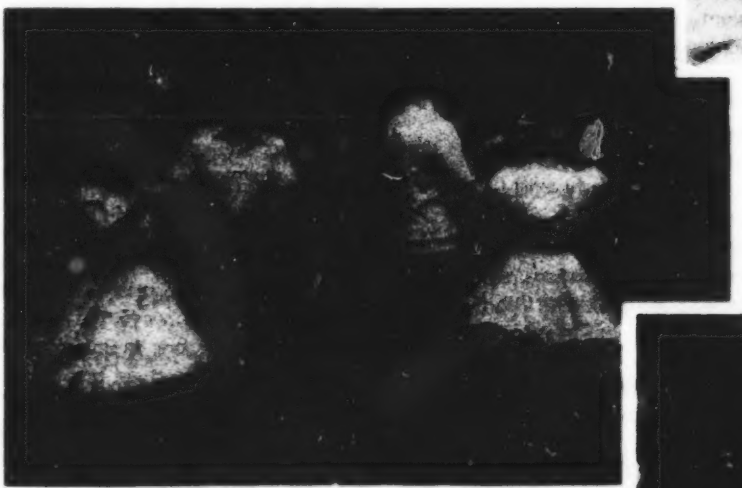
As far as major weaknesses were concerned, the delegates felt:

- The issue of funding was not specifically addressed.
- Statistics to complement the report were not available.
- Inadequate attention was given to the problems of remote communities and Indian Reserves.

SOCIAL EVENING - RIVERHURST HALL

An impromptu northern sing-song

The meal was superb!



The square dancers got the audience involved!

Even the Chairman can dance!

DAY TWO

THE REPORT'S CONCLUSIONS

The morning of the second day was dedicated to a re-examination of the report's conclusions. The consultants reviewed the most important conclusions and invited changes or amendments by the delegates.

GROUP DISCUSSIONS

The ten small groups reassembled and debated the major conclusions in the draft report.

REPORT BACK

On behalf of the group leaders, Paul Lencucha of Slave Lake and Peggy Baker of Athabasca provided a summary of the group discussions. The major conclusions outlined were:

- Alcohol and drug use is seen as a major problem in the north.
- Alcohol abuse is not an issue of broad community concern; any successful attack on the problem of alcohol will require greater community awareness. (Many delegates felt the issue of "responsible" drinking was not adequately addressed in the report.)
- People with alcohol or drug problems do not readily make use of addiction services.
- A range and diversity of services are necessary. (Delegates emphasized that such services must also be of high quality.)
- Interagency coordination is useful and necessary in the addiction services area.
- Few helping professionals have adequate knowledge to address addiction problems.
- There is a need for stronger public education programs to counteract television liquor advertising. (Most delegates agreed.)
- Many of the components for a general northern treatment plan already exist. (Delegates emphasized three key elements in the treatment strategy: practical effectiveness of services, interpersonal skills of workers and the role of the community.)
- Young people of all ages require special attention, particularly with regard to non-alcoholic social and recreational alternatives. These alternatives should occur in schools as well as in the community.
- Prescription drugs may often be abused by senior citizens.
- Alcohol abuse by Native people is an especially serious problem. (Delegates were concerned about the ineffectiveness of "parachute services". An emphasis was also placed on cultural differences.)
- AADAC was a welcome service in northern Alberta and AADAC should develop an overall addiction strategy for the north. (Delegates concluded that AADAC's mandate was larger than its present financial resources.)

GROUP DISCUSSIONS

A major element of the research report was a series of ten strategies that

northerners could utilize to increase community competence in the field of addiction services. During the afternoon of the second day, the workshop delegates were asked to examine the various strategies presented by the consultants. Substantial discussion took place on eight of the ten strategies in two separate small-group discussion sessions.

SUPPER

The day concluded with supper and an excellent guest speaker. Mr. Brian Kearns, Executive Director of the Saskatchewan Addictions Foundation, discussed the community approach to alcoholism.

He suggested that community needs in the addiction field can be categorized in two main ways: "people" and "programs". He argued that there is a need for committed and competent people. Commitment should be towards a range of different approaches rather than towards a narrow, single methodology. Both treatment and prevention for the abuser and his family, are necessary. Mr. Kearns also outlined a grave concern about the ego and competitive element often found within addiction services. He suggested that a single-minded approach leads to a static inflexible set of services - "If your only tool is a hammer, then all your problems have to be nails."

On the topic of treatment, Mr. Kearns reminded the delegates that treatment is not a place, it is a process. He felt that sometimes addiction workers become isolated, believing their kind of service is the best or most vital, and lose sight of the idea that "a range and variety of services are necessary in the process of treatment."

He went on to say that a different mind set was necessary when examining addiction needs. Merely listing the needs and seeking the resources is a "backdoor approach". "The challenge is to distribute the available resources on a coherent basis to obtain community, regional and provincial coverage."

In conclusion, he again commented on the role of the community in addictions. "The cornerstones are that the community itself has a basic stake and responsibility for its members. To create change, understanding, patience and courage are vital."

DAY THREE

REPORT BACK

Generally, the delegates endorsed the basic strategies and added their ideas and suggestions to the final outline. The eight strategies which received extensive delegate review were presented on behalf of the groups by Molly Hopcraft of Peace River and Donna Smith of High Prairie. A summary is provided below:

STRATEGY #1 - Education of Professionals

This strategy sought to improve the education of professionals. It proposed a goal of upgrading the addiction-related knowledge and skills of all workers in the helping professions.

Delegates suggested that training for doctors was a high priority. One group suggested that a faculty position in addictions should be required at various universities. Another suggestion was that the NADC should encourage professional groups in the north to establish their needs for in-service addictions training.

STRATEGY #2 - Education of Citizens

Increasing the level of knowledge of citizens is the goal of this proposed strategy. The delegates emphasized the importance of this strategy and the role of the clergy as a resource. Some suggestions for concrete action included mobile training centres, and the greater use of media and telecommunications. Parental knowledge and training was one specific area delegates felt required attention.

STRATEGY #3 - Treatment

The treatment strategy suggested the upgrading of northern community treatment services. It recommended that preventive and treatment functions be separated where possible, and that citizens at large and services like hospitals should become more actively involved. Halfway houses and detoxification centres were also discussed.

Delegates thought that AADAC should examine its criteria for funding treatment services in northern Alberta. Hospitals were urged to become more active in the addictions field, primarily in detoxification.

STRATEGY #4 - Programs in the Schools

This strategy highlighted the need for addictions education at all levels in the schools. Delegates endorsed the suggestions in the report and emphasized that volunteers could often be used very effectively in school programs. They further encouraged Alberta Education to promote alternative lifestyle material in their curriculum.

STRATEGY #5 - Interagency Coordination

This strategy called for the development of effective interagency committees and addiction subcommittees. Delegates believed that agency coordination in northern communities was vital. They added that groups must be active and issue-oriented. They recommended that agencies carefully examine their participation and keep the public well informed of the groups' existence and activities.

STRATEGY #6 - Personnel Recruitment and Retention

Delegates generally supported this strategy but indicated that the present economic conditions had solved some of the problems. Some concern was expressed about the degree of community input on hiring.

STRATEGY #7 - Public Awareness and Support

Activities aimed at heightening general public awareness of alcohol and drugs as a community problem were seen as a good strategy. Delegates generally agreed with the suggestions, but added that Indian Reserves and remote settlements could find little in this strategy that would be of value. They considered this a serious omission.

STRATEGY #8 - Norms and Practices

This strategy suggested that norms and practices associated with abuse could be changed over time. Delegates believed that the approaches outlined in the report were valid.

GROUP DISCUSSIONS

Following the report back on the strategy sessions, the small groups were re-organized to represent each AADAC District Office in the north. Each delegate was asked to participate with others from his region to test the strategies against local needs. The questions asked were: "Which three strategies are most important to your community?" and "What plans have you to implement these strategies over the next twelve months?"

REPORT BACK

Each of the group recorders provided an outline of the regional discussions. The issue of interagency coordination was seen as a major concern by all communities. Education of citizens and general public awareness were also high on the list.

In addition, each community prepared and presented a plan of the steps they would undertake over the next year to implement the various strategies. The following chart summarizes the regional plans.

RESULTS OF "TESTING THE MODEL" DISCUSSIONS

STRATEGY	COMMUNITY											
	Peace River	High Prairie	Fort McMurray	St. Paul	White-court	Lac La Biche	High Level	Slave Lake	Grande Prairie	Grand Centre	Grande Cache	Total
Education of Professionals	X					X		X	X			4
Education of Citizens	X				X	X	X			X		5
Treatment				X	X	X		X				4
Programs in Schools		X	X	X	X							4
Interagency Coordination	X	X	X		X	X	X	X	X	X	X	10
Personnel Recruitment												
Public Awareness		X	X	X						X	X	5
Employee Assistance Programs			X									1

WORKSHOP SUMMATION

After the report back from each community group, NADC Chairman Norm Weiss called the final session to order. He thanked all delegates for their strong participation in the workshop. He said that the experience had been a valuable one for the Northern Alberta Development Council, and set out the steps that would be undertaken after the workshop. Mr. Weiss indicated that:

- The final report would be revised to reflect the discussions of the workshop.
- The Council would prepare a set of recommendations based upon the report and the workshop.
- The Council would present these recommendations and the final report to AADAC in a joint review meeting.
- The Council was prepared to take some action on the issue of interagency coordination and in the area of assisting professional associations in reviewing their training needs.

Mr. Weiss concluded his remarks by providing his impressions of the workshop: "So, as I see it, the greatest challenge is yours. Government can help, certainly, and AADAC has a major role - let's make no mistake about that - but the largest role in the next five to ten years is really with community workers such as the people in this room today. If we can change some attitudes about alcoholism; if some of the conflict and rivalry can be put aside; and if some education can take place at a community level, then real change will begin to happen."

The Chairman then called on Judge Pierre Dubé from Peace River to give a summary of the workshop from a delegate's viewpoint. He indicated that the general concensus was that the workshop was an unqualified success. The organization of the agenda and the interaction between delegates and NADC members and AADAC, were seen as strong positive features of the process. Fresh Start Consultants Ltd. were praised for their draft report and their willingness to have their work closely examined. The only criticism seemed to be that some workshop sessions did not allow enough time.

Judge Dubé said that the report had received a thorough review and many suggestions and ideas for the future were generated: "However, the real test of the workshop will be if findings and enthusiasm generated at the workshop can be translated into action."

As a final commentator, Mr. Weiss asked Mr. Jan Skirrow, Executive Director of AADAC, to offer his comments on the workshop. Mr. Skirrow said one of the most important outcomes of the workshop, in his opinion, was the recognition of the role of the community in the field of addictions. Secondly, he welcomed the understanding of AADAC's budgetary limitations. On behalf of the Commission, he noted AADAC was optimistic that, with assistance from community groups and individuals, improvements to services to the north

can be made in the next few years despite the restraint on budget increases.

Mr. Skirrow concluded by indicating that AADAC was prepared to undertake the following steps:

- The final report will serve as a base document for a northern addictions strategy.
- Further consultation with interested community members will take place through the district office system.
- A multi-functional treatment facility for Grande Prairie will remain a major priority for AADAC.
- New area offices in the north will be considered.
- The qualifications and hiring practices for counsellor positions will be changed to allow greater flexibility in recruitment.
- A pilot project will begin, whereby some elements of Henwood's training program will be available in northern communities.
- AADAC will assist in providing specialized training workshops for helping professionals.
- A symposium on Employee Assistance Programs will be held in Grande Prairie in 1984.
- The media campaign's local options component will be expanded so that media advertising can be made more relevant to the north.
- The Slave Lake office will be expanded by adding one more counsellor.
- AADAC will participate enthusiastically in interagency coordination efforts.

In closing, Mr. Skirrow thanked the delegates for their input and the Northern Alberta Development Council for sponsoring a very worthwhile review.

NADC SUMMARY OF RECOMMENDATIONS

DEVELOPMENT OF A NORTHERN ALBERTA STRATEGY FOR ADDICTION SERVICES

RECOMMENDATION #1

The Northern Alberta Development Council recommends that AADAC adopt the report, **Alcoholism: Strategies for Northern Alberta,** as a guide to assist in the development of an overall AADAC northern strategy for service delivery.

PUBLIC EDUCATION, AWARENESS AND SUPPORT

RECOMMENDATION #2

The Northern Alberta Development Council recommends:

A. that AADAC expand programs to improve citizen awareness and provide education to northerners;
B. that future AADAC media campaigns be expanded and become more relevant to the social and economic circumstances in northern Alberta; and
C. that School Divisions review the issue of alcohol and drug abuse education for school age children with a view to implementing programs for each grade level.

TREATMENT SERVICES

RECOMMENDATION #3

The Northern Alberta Development Council recommends:

A. that a multi-purpose treatment centre be built in Grande Prairie;
B. that over a two- to four-year time frame, District Offices be established for Whitecourt and Athabasca;
C. that improved extension services be developed for the isolated communities of northern Alberta;
D. that AADAC take steps to separate treatment functions from those of prevention/extension (the distinction should be clear at the district as well as the provincial level);
E. that AADAC provide experimental and low-cost detoxification alternatives in the north, based upon a review of current needs and issues;
F. that hospitals, health centres and the RCMP review their role and involvement in detoxification services in order to incorporate experimental and volunteer programs;
G. that Federal Government programs, Indian Reserves and AADAC should more closely coordinate their efforts to provide treatment facilities and programs to the north; and
H. that AADAC Funded Agencies and Community Boards be provided with increased training concerning their role, mandate and responsibilities.

COORDINATION OF SERVICES

RECOMMENDATION #4

The Northern Development Council recommends:

A. that improved coordination between various agencies take place and, further, that Alberta Social Services and Community Health and FCSS Directors take leadership roles in establishing interagency bodies where none currently exist;
B. that AADAC establish agency or interagency sub-committees for the purpose of sharing information, conducting in-service training and planning community projects involving interested public groups; and
C. that a handbook on coordination of service delivery be provided to interested communities by the Northern Development Branch.

PROFESSIONAL EDUCATION

RECOMMENDATION #5

The Northern Alberta Development Council recommends:

A. that the proposed AADAC initiatives to extend in-service training to professionals through institutions such as Henwood Treatment Centre and other district and provincial resources proceed; and

B. that professional associations and relevant government departments, particularly Alberta Social Services and Community Health, Alberta Hospitals and Medical Care, and Alberta Advanced Education improve continual in-service addictions training for their members, staff and clientele.

STAFF RECRUITMENT AND RETENTION

RECOMMENDATION #6

The Northern Alberta Development Council recommends that AADAC revise its hiring practices further, so that a combination of skills and experience together with education, be the key criteria in staff selection.

LIST OF DELEGATES

Abbas, Iyas, AADAC, Grande Prairie
Ablett, Patricia, FCSS, Whitecourt, Group Recorder
Allen, Jo-Ann, FCSS, Grande Cache
Aman, Terry, SS&CH, Bonnyville, Group Recorder
Angus, Hervina, Friendship Centre, Grand Centre, Group Leader
Archambault, Jacques, CFB, Medley, Group Leader
Archibald, Gerry, NDB, Peace River

Baker, Peggy, Athabasca, Group Leader
Bazant, Wayne, AADAC, Edmonton
Beach, Rev. Bill, Grande Prairie, Group Leader
Beckwith, Bob, RCMP, Grand Centre
Beltrano, Linda, NDB, Peace River
Block, Dr. Erv, Spirit River
Blumenthal, Leonard, AADAC, Edmonton
Boman, Wilf, AADAC, Lac La Biche
Boucher, Florence, AVC, Lac La Biche

Campbell, Edith, Conklin
Chalifoux, Thelma, Peace River, Group Recorder
Coates, Barry, Suncor, Fort McMurray
Collins, August, Metis Association, Grand Centre
Courtepatte, Jackie, AVC, Grouard
Courtepatte, Joe, AVC, Grouard
Coventry, Aris, AADAC Commissioner, Fort McMurray
Crawford, Hilda, Calling Lake

Deacon, Marianne, Native Friendship Centre, Bonnyville
Doren, Casey, SS&CH, Grande Prairie
Dubé, Pierre, Judge, Peace River

Elliott, Bob, NADC, Grande Prairie
Emmerson, Jay, Indian Affairs, High Level, Group Recorder
Erasmus, Peter, NADC, McRae

Fearn-Kupfer, Lorraine, Fresh Start Consultants Ltd., Edmonton
Feddema, Susan, AADAC, Grande Cache
Finnerty, Murray, NDB, Peace River
Fox, Betty, Community Council, Medley

Gallant, Cecile, Dene Tha Band, Chateh
Gale, Audrey, FCSS, High Prairie, Group Recorder

Hale-Matthews, Rob, AADAC, Grande Prairie
Hawkes, Marina, AADAC, Grande Prairie
Heit, Mike, DREE, Edmonton
Holowack, Wally, NADC, Grande Cache
Hopcraft, Molly, Health Unit, Peace River, Group Leader
Hubbard, Robert, Henwood, Edmonton

Jackson, Norma, AADAC, High Prairie
Jackson, Roger, NDB, Peace River
Johnson, Loretta, AADAC, St. Paul
Jones, Chris, NADC, McLennan

Kearns, Brian, Saskatchewan Addictions Foundation, Regina
Kupfer, George, Fresh Start Consultants Ltd., Edmonton

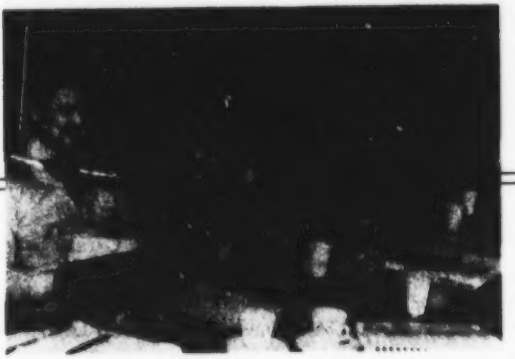
Langstaff, Ken, Action North, High Level, Group Leader
Lazoruk, Barry, NADC, Rycroft
Lee, Marilyn, Metis Development Branch, Edmonton
Lencucha, Paul, AADAC, Slave Lake, Group Leader
Lett, Howard, St. Paul
Levesque, Sue, Friendship Centre, Grand Centre
Littke, Sally, Swan Hills

Mardell, Ed, AVC, Lac La Biche
Match-Hall, Susan, AADAC, Barrhead
McDonald, Elmer, Chard
McGladdery, Ellen, Fort McMurray, Group Recorder
McMillan, Cal, AADAC, Fort McMurray
Milligan, Geoff, NDB, Peace River
Minoose, Lynda, Friendship Centre, Grand Centre
Mitchinson, Rev. Jerry, Action North, High Level
Mitchell, Joanne, NADC, High Level
Molho, Joe, Swan Hills
Morrison, Doris, AADAC, Peace River
Munro, Dean, NDB, Peace River

Nisbet, Barry, Kapown Centre, High Prairie
Norbert, Louise, Friendship Centre, Slave Lake

Osbaldeston, Darrell, AADAC, Edmonton

Parker, John, AADAC, Edmonton
Parsons, Martin, AADAC, Edmonton
Patry, Dorothy, Health Unit, Athabasca, Group Recorder
Peterkin, Bruce, AADAC, Grand Centre
Piche, Ann, Cold Lake Tribal Administration, Grand Centre



Ramsay, Ross, AADAC, Edmonton
Reilander, Capt. C., CFB, Medley, Group Recorder
Robert, Emelie, Tall Creek Band, Fort Vermilion

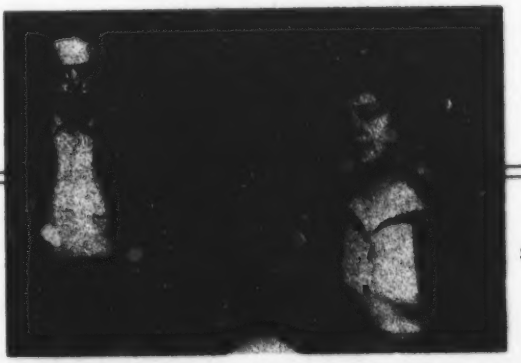
Sawyer, Sharleen, Friendship Centre, Grande Prairie, Group Recorder
Scott, Alex, Cold Lake Tribal Administration, Grand Centre
Shandruk, Leona, AADAC, High Level
Shannon, John, NDB, Peace River
Sinclair, Danny, Syncrude, Fort McMurray, Group Leader
Skirrow, Jan, AADAC, Edmonton
Sloan, Rick, NDB, Peace River
Smith, Donna, MITAA Detox Centre, High Prairie, Group Leader
Snihur, Dave, Swan Hills
Ste-Marie, Robert, Two Hills
Still, Yvonne, National Health & Welfare, Edmonton
Szpuniarski, Caron, NDB, Peace River

Trottier, Lyle, Native Friendship Centre, Bonnyville

Upham, Dick, NADC, Ashmont

Vandermeulen, Dan, AADAC Commissioner, High Prairie
Van der Poorten, Emil, FCSS, Slave Lake, Group Recorder
Von Weidner, Lt. A., CFB, Medley

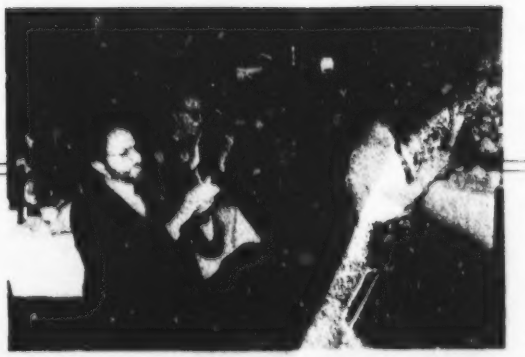
Warchola, Brent, FCSS, Whitecourt, Group Leader
Webster, Gail, FCSS, Cold Lake
Weiss, Norm, NADC, Fort McMurray
Whetstone, Arthur, AADAC, Lac La Biche



Wilkinson, Barbara, NADC, Athabasca
Williams, W.H. CFB, Medley
Windle, Helen, AADAC Commissioner, Edmonton
Wright, Wayne, SS&CH, Lac La Biche

Yellowknee, Clara, Desmarais

Zezula, Adrian, FCSS, Grande Prairie



POOR

QUALITY

ORIGINAL